

杜拉拉升职记

A STORY OF LALA'S PROMOTION

李可◎著

中国白领必读的职场修炼小说

杜拉拉2 华年似水

杜拉拉3 我在这战斗的一年里

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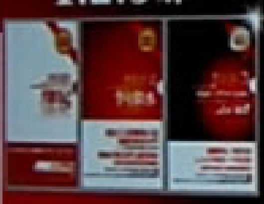
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陕西师范大学出版社

「白领丽人世界500强职场心得
揭示外企生存智慧」

她的故事
比比尔·盖茨的更值得参考

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TheEnd

杜拉拉升职记 销量突破 60万册

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杜拉拉2

中国白领必读的职场修炼小说 LALA II :THOSE SHINNING DAYS

华年似水

【杜拉拉升职记】第二部

Another Bill Gates? No!
As a manager of a fortune 500 company,
she'll tell you more about survival & success.

现实主义的职场小说
超越职场的似水华年
———世界500强资深经理揭示外企生存智慧

职场白领「过冬」最佳读本
在杜拉拉的智慧里找到温暖

《杜拉拉升职记》当当网持续73周雄踞小说类排行榜第1名



当当网终身五星书 当选时间2008.06.03 08:00

卓越网持续72周位列文学书店、经管书店、励志书店销量第1名 ▌豆瓣最受读者关注和热评图书，豆瓣新书榜第1名

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11.招聘新人员——精心选择新员工们

第二天，杨旭他们就开始研究招聘事宜，草拟招聘广告。

杨旭在会上说：要想在这里把公司迅速发展起来，“人力”很重要。在公司的发展中，第一批员工是最需要注意的一环——公司从他们手里开始发展，他们对公司制度的形成、企业文化的形成都是最重要的资源，他们中的佼佼者都是领导者的第一梯队。新招的员工至少要在原则上对德胜公司的业务和管理方式有所了解。

会议经过讨论，制定出具体的招聘广告内容：

——写出公司的简介，在15个字以内，尽量地既说明问题，又显示出一些“卖点”，有吸引力，而且还让人觉得简明可信。

——用人的部门与具体职位。

——应聘者的学历和能力，要求能够“发展”、具有广阔的思维，并且有潜力。

——薪资待遇，说明公司将在培训上支持新员工。

——个性方面的考虑，比如有责任心，有团队精神，能够独立工作，有IQ和EQ测验。

——联系方式，请HR部门负责，DB部门负责核查资料。

——本次招聘工作以杨旭为主，杨旭领导的HR部门具体负责。

会议结束之后，杨旭对朱明说：“这是我们在中国招聘的第一批员工，一定要慎重。”

杨旭对大家说：第二天，“DB部门对于应聘者的信息进行核查，这包括对应聘者的资料进行核实，原来有3000多份简历，经过核查，我们的人员剩下，HR部门重新开——要求有，HARDCOPY，也就是说，如果有的应聘者写了假的资料，就立即淘汰，而且大家有信息共享，如果经过考察和电话访谈，应聘者的资料属实，那么就进入了‘复试’，有12个人进入最后的面试，作为公司的第一批员工，我们对他们进行‘面谈’，了解他们的思想、能力和对企业的认识，我们的第一批员工就这样产生了。”

杨旭说的是他们公司真实的经验，公司高层管理人员说：“我们招聘‘新人’的目的是为了公司更好地发展下去。”

朱明补充了一句：“第一批员工，我们一共招了300名员工。”

杨旭又补充说：“我们还要继续招聘。”

在以后的工作中，德胜公司的这一批员工，在公司的发展过程中“起到”了非常关键的作用，他们中间的很多人，后来都成为了“骨干力量”，有不少人成为了公司的管理人员，正如杨旭所说：“人才是企业发展的根本。”

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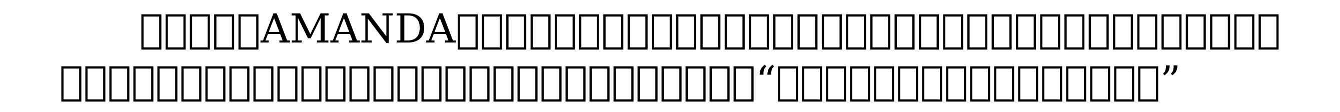
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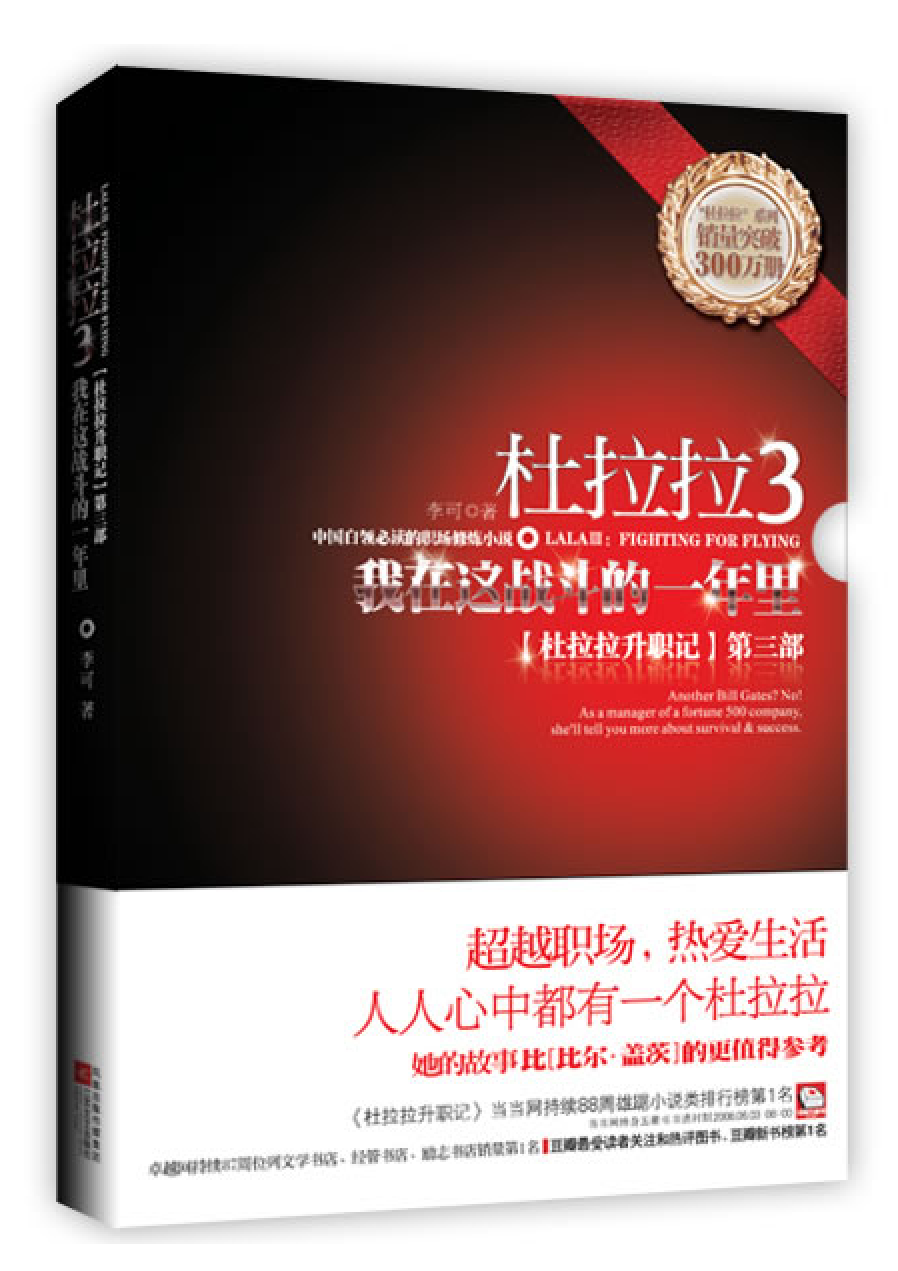
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Another Bill Gates? No!
As a manager of a fortune 500 company,
she'll tell you more about survival & success.
销量突破
300万册
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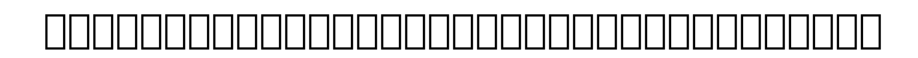
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